

**MOTION 2018-08:  
A MOTION OF THE PORT OF SEATTLE COMMISSION**

to develop a Seattle-Tacoma International Airport gender-inclusive restroom plan.

**ADOPTED  
MAY 22, 2018**

**INTRODUCTION**

The Port of Seattle is committed to leveraging its role as an international gateway and county-wide government to maximize the safety, inclusion, and welcoming of all members of our community. We strive to protect the rights and uphold equity for all King County residents and provide fair and equal access to services, benefits, and opportunities.

**TEXT OF THE MOTION**

The commission hereby directs port staff to develop a plan to ensure that all existing and future single-occupant restrooms at Seattle-Tacoma International Airport (Sea-Tac), beyond meeting the requirements set by the Washington State Building Code (WSBC), are designated for use by any person, regardless of sex or gender identity,<sup>1</sup> and that appropriate signage is used to indicate this fact. The plan will be due to commission by September 30, 2018.

A temporary Port working group shall be established to develop recommendations on future restroom design and gender-inclusive signage. The working group will produce a final report that includes recommended design and signage, timelines, costs, alternatives, and implications considered. The working group will include, but not be limited to, representatives from the following: the Aviation team such as Aviation Operations, Capital Programs, Aviation Project Management Group, Aviation Facilities and Infrastructure, Airport Building Department, and Aviation Customer Service Department; Development and Diversity Council; Capital Development; Public Affairs; and Employee Resource Groups. The working group shall also seek input from community stakeholders.

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<sup>1</sup> Gender identity means a person's gender-related identity, appearance, or expression, whether or not traditionally associated with one's biological sex or one's sex at birth, and includes a person's attitudes, preferences, beliefs, and practices pertaining thereto.

In addition, the commission directs port staff to explore whether this requirement can be applied to all existing and future single-occupant restrooms at all port facilities and be referred to a commission committee for future policy development consideration.

### **STATEMENT IN SUPPORT OF THE MOTION**

The port is committed to being a more equitable, inclusive, and diverse organization. The port recognizes equity as an integral part of policy, processes, and programs that are woven into all daily activities within the port and the community we serve. This effort is critical to:

- The core values of the organization
- Pursuing our mission and the Century Agenda
- Attracting and retaining talent with shared values
- Improving the quality of work-life integration
- Sustaining an environment that treats people and communities fairly and equitably

Restrooms are often the first and last impression of the facility to the traveling public and frequently identified as the single most important amenity to influence the passenger experience. As the operator of Sea-Tac, the port recognizes that all persons and groups of people should have access to restrooms and other gender-specific facilities, regardless of sex, gender identity, ability, or parental status.

All restrooms at port facilities are designed to meet the current International Building Code and the WSBC. The WSBC sets minimum thresholds for male, female, and family restrooms, quantity of fixtures required, and required signage. Today, the WSBC does not include specifications and/or guidelines for gender-inclusive restrooms.

Gender-inclusive restrooms are facilities that anyone can use regardless of gender. They can be single or multi-stall. Gender-inclusive restrooms benefit a variety of people, including transgender and gender non-conforming individuals. Gender-inclusive restrooms create a safe space for employees and community members to use the restroom.

Restrooms accommodate a basic need for all passengers. Despite existing protections on the basis of gender identity, transgender and gender nonconforming people often experience harassment, intimidation, refusal of access, and in some cases, violence, when trying to use public restrooms and other gender-specific facilities consistent with their gender identities. These experiences sometimes lead to significant health problems and contribute to emotional stress from having to avoid using public restrooms.

In August 2015, the City of Seattle adopted All-Gender Restroom Ordinance No. 124829. The ordinance applies to existing and newly-built city facilities, as well as in public places in Seattle. It allows use of single-occupant restrooms by any person, regardless of sex or gender identity, and prevents those restrooms from being restricted to a specific sex or gender identity. Single-

occupant restroom facilities without appropriate signage already in place will require new signs to be posted.

In 2017, a community member reached out to Port Commissioner Stephanie Bowman and asked whether the port would consider gender-inclusive restroom signage at Sea-Tac. In response, the port replaced existing family restroom signage at Sea-Tac with new signage that indicates the restroom is available for use by all people and families. The port aviation staff worked with the port's Development and Diversity Council and the Airport Building Department to develop signage that meets WSBC requirements. In 2018, leaders from the local transgender community met with Port Commissioner Courtney Gregoire to discuss a range of topics including the revised restroom signage.

Sea-Tac is one of the fastest growing airports in the nation with one of the smallest operational footprint. Demand for Sea-Tac has increased 41 percent over the last five years, rising from 33.2 million passengers in 2012 to 46.9 million passengers in 2017 making Sea-Tac the 9th busiest airport in the country. In January 2018, our economic impact study found that Sea-Tac supports \$22.5 billion in economic activity and 151,000 jobs.

This growth means the port must build and renovate to accommodate the traffic and travelers that are coming right now and in the future. To do that, the port has invested \$3 billion in capital projects from expanding and renovating the North Satellite to building a much-needed new International Arrivals Facility and a new highly efficient baggage system. The port recognizes that space at Sea-Tac is at a premium and there is opportunity cost associated with building facilities.